

ICCW

**SPECIAL
POINTS OF
INTEREST:**

- **Millennials are Coming**
- **Transitions**
- **Movies for Ambitious Women**
- **Food Share 2008**
- **Upcoming Events**
- **Networking for Introverts**

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Welcome to the Matrix

— by Diane K. Danielson

"The Millennials are coming, the Millennials are coming!" shouts Barbara Boomer to her HR staff as she races to her office to brace herself for what she's sure will be an endless onslaught of iPod-toting, flip-flop wearing, IM-ing, twentysomething employees, each with an insatiable desire for instantaneous feedback and the ability to text message "helicoptering" parents to swoop in and lobby on their overachieving, entitlement-believing, attention-demanding behalf.

Like Barbara, for many of us the thought of managing or even working alongside Generation Y - or "Millennials," as the youngest members of Generation Y prefer to be called—can trigger a multi-generational panic attack of Steinbeck-worthy proportions. Who are these teens and twentysomethings running amok in our midst? If we choose to ignore them, will they eventually go away? Or, better yet, will they have to accept the traditional hierarchy and command-and-control leadership of corporate America?

If any of these questions have recently crossed your mind, keep reading, as there are 76 million reasons why you and your company cannot afford to think that way for another nanosecond.

The times (and the workforce) they are a-changing'. As a member of Generation X (the often ignored and arguably mislabeled slacker generation of

no statistical consequence), I'm accustom to following the baby boomers' lead in the office. If the company says donate to this charity, I donate. If it takes 10 years to scale the corporate ladder, I will try to do it in nine, even if I have to work every weekend from now until 2015. However, as the boomers retire over the next decade, I'll likely have to follow the beat of a different drum. It's becoming increasingly difficult to ignore the 76 million Millennials currently entering the workplace, as they match the boomers not only in size but also in desire to remake the corporate world in their own image.

We will have to integrate Gen Y-ers into the workplace. According to a 2005 Hewitt Associates study titled *Next Generation Talent Management*, in the US alone there will be 10 million more jobs than workers by the year 2010. Add to this the productivity costs of continually replacing members of the fickle generation of job-hoppers (estimated by experts as up to two and a half times the salary of each job opening), and all of us have to look at the world from a whole new perspective if we want to keep ourselves and our companies competitive.

A new rule of thumb—collaborative media. Previously, if you asked about the greatest innovation in thumbs, I would have blurted out the textbook answer that opposable

thumbs allow us to grasp tools. But for Millennials, it's not opposability that matters, but dexterity (on everything from Game Boys to IM-ing) and their link to mobility and uninterrupted access to their favorite tool—the computer.

For those of us old enough to have dialed rotary phones and played LPs on phonographs, our first brush with computers was as an upgrade to our Selectric typewriters. When the Internet arrived, we praised it as an online encyclopedia. Then along came e-mail as a paperless fax machine. For Gen X, baby boomers and beyond, these uses were purely functional and helped us work in much the same way, but more efficiently.

For Millennials the computer/e—mail/Internet combination is not just an administrative tool; it's a platform for communication, entertainment, and creativity. This is why they're learning to work in a manner completely different from that of previous generations. This new use of technology, which includes gaming, blogging, and social networking, is called "collaborative media."

When asked how soon this obsolescence is likely to occur, experts agree on a range of 5 to 10 years, and earlier in some relationship-intensive industries.

Are you ready?

For the complete article, please visit:
www.pinkmagazine.com/career/leadership/gen_y.html

Ask-A-Recruiter: Career Transition Tips

— by Caroline Cemoza-Levine

I know I want a career change but I'm afraid to leave a job in this economy to try something new. How can I move towards a transition without quitting?

If you are unhappy in your current job, check first if you really need a career change or just a job change. If you like what you do in general, then you might just need a different work environment or employer. However, if you don't like what you do or aren't interested in your industry, then you may need a different career. Here are some career transition tips that don't require a massive upheaval right now:

Don't feel bad about keeping your day job. The best time to look for a job is when you have one. A new career entails greater upheaval than a new job, so you

should budget more time for a career transition. Keeping your day job gives you that extra time. While you have a job and don't have to worry about your next paycheck, use the hours outside of work to conduct research, network, and search for the next opportunity.

Read Biographies. If you have no idea what your new career should be, reading biographies will give you ideas, inspiration, and at least one route to try.

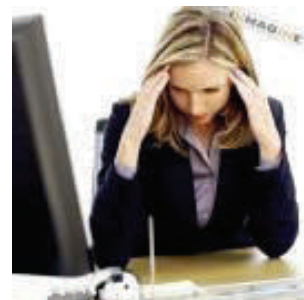
Conduct informational interviews. If you have ideas for a new career, talk to people currently in that field. People who are actually doing the job will have more insights than even the most exhaustive career research. Find out what to expect in compensation, work

environment, and job growth. Find out what skills and personality are required.

Start your new career before your new job.

If you're in accounting, but you want to be in advertising, don't wait until your first advertising job before you consider yourself in the advertising field. Read *Ad Age* and other advertising trade journals. Join advertising professional groups. Learn the lingo. Dress the part. If you can walk the walk and talk the talk of your new career, it will help you during the actual job search and for now it will reinforce in yourself the confidence that you are ready to make this transition.

— Caroline Cemoza-Levine, co-founder of SixFigureStart, has recruited for Accenture, Booz Allen, Citigroup, Disney ABC, Oliver Wyman,



99 Must-See Movies for Ambitious Women

— Eleanor Ringel Gillespie

In the otherwise dull-minded and embarrassing *First Wives Club*, Goldie Hawn's character, an aging actress, makes a singularly shrewd observation: "There are only three ages for women in Hollywood—Babe, District Attorney and *Driving Miss Daisy*." But she doesn't know how lucky she is. A generation earlier the breakdown was limited to ingénue, wife, and mother. Not that there's anything wrong with these roles. Wouldn't you rather be Shirley MacLaine's character (a mom) in *Terms of Endearment* than Diane Keaton's (a playwright who spends half the film in tears) in *Something's Gotta Give*? But these old-fashioned roles do reflect a societal view in which a woman's identity is totally tied to who she is for someone else.

Virginia Woolf put it this way: "Suppose . . . that men were only represented in literature as the

lovers of women and were never the friends of men, soldiers, thinkers, dreamers. We might perhaps have most of Othello and a good deal of Anthony, but no Caesar, no Brutus, no Hamlet, no Lear." For women, in movie terms, that translates into *Jerry Maguire*, but not *Jenny Maguire*. No distaff Tom Hanks washed ashore in *Cast Away*. In fact, pictures as diverse as *Rain Man*, *The Graduate* and (wince) *Saturday Night Fever* would never have been made with female leads. Of course, there are the icons—the Dietrichs, Hepburns and Garbos who are beyond definition, more goddesses than mere mortals. But divinity is, as yet, beyond us working stiffs.

This list of 99 must-see movies are for any cinematically literate professional woman. Of course, as with all lists, it's intended as neither an end-all nor be-all. Finish these and there are at least 200 more waiting for

you.

9 to 5; The Accused; The African Queen; All About Eve; Annie Hall; Babette's Feast; The Black Stallion; Bonnie & Clyde; Breakfast at Tiffany's; Bringing up Baby; Broadcast News; Casablanca; Coal Miner's Daughter; The Devil Wears Prada; Elizabeth; Erin Brockovich; Fanny & Alexander; La Femme Nikita; Gone With the Wind; The Graduate; Hannah & Her Sisters; The Heiress; His Girl Friday; The Jane Austen Book Club; Little Women (1933); The Magdalene Sisters; Mary Poppins; McCabe & Mrs. Miller; My Brilliant Career; National Velvet; Network; Norma Rae; Pieces of April; Places in the Heart; The Queen; Sense & Sensibility; Shakespeare in Love; Silkwood; Spirited Away; Terms of Endearment; Thelma & Louise; Tootsie; Violette; Waiting to Exhale; The Wizard of Oz; Working Girl.



Melanie Griffith in *Working Girl*

For the complete list of 99 films, go to: www.pinkmagazine.com/lifestyle/entertainment_sports/99_movies.html

Food Share



Food Share Donations
November 20, 2008
by ICCW Members

Once again it was the holiday season — too much turkey and the trimmings at Thanksgiving. And soon to follow — Christmas with loads of presents. New Years with too much glitz for some rounds out the season! But, let's not forget the less fortunate during the holiday season. This year there were certainly *MORE* than normal with the economy in dire straits.

ICCW Members on November 20, 2008 at the general meeting col-

lected 60 pounds of food and also collected \$105.00 in cash, as well as, 7 turkey vouchers. Members gathered the donations and Melody Scoble, SOS, delivered it to Food Share that afternoon.

Food Share anticipated that it would deliver thousands of meals to families that were in need this Thanksgiving and Christmas

holidays.

Prior to the Christmas holiday, a state agency challenge went out and we donated almost four tons of food — 7,958 pounds, plus, \$2,849.71 in monetary donations. Thank you to all who contributed.

Food Share gladly continues to accept donations. Please contact Food Share at (406) 443-3663 or drop by at 1616 Lewis Street, Helena.



Upcoming Events

Various subcommittees are now forming for the 2008—2009 projects.

Big Brothers Big Sisters' annual Bowl For Kids' Sake "Super Heroes" bowl-a-thon is scheduled for January 24 & 25, 2009 at the Sleeping Giant Lanes. ICCW has once again put together one team thus far. It would be really grand if state agencies would join in and form teams to also participate.

ICCW in partnership with the Department of Labor and Industry

in the past has participated in "Take Your Daughters and Sons to Work" Day. This year the event is slated for Thursday, April 23, 2009. ICCW in the past has scheduled events, such as, a tour of the Historical Society and Capitol. One year, children visited a session in the Senate and an introduction was made from the Senate floor that the group was visiting. There were many smiling children to say the least! If any of the agencies have "activities" or

"exhibits" that children ages 8—12 might enjoy, please contact Barbara Bessey at 444-4493 with your suggestion.

The Excellence in Leadership Awards ceremony is scheduled for May 21, 2009. The subcommittee will begin securing sponsors for the event in January.

Stay tuned for additional information regarding ICCW events.

Training Resources

This month's training material feature that is available for check out:

Listen Up: Hear What's Really Being Said: Improve Your Career and Your Life by Becoming a Better Listener (1 Video & booklet). Are you frequently frustrated when misunderstandings drain your energy and diminish your productivity? Do you want to "hear" between the

lines . . . get more out of your conversations? Would you like to sidestep time-wasting misunderstandings by doing a better job of listening to your spouse, boss, or kids? You'll hear more . . . You'll know more. You'll learn:

- * Reflective listening: What is it? What can it do for you?
- * Listening techniques that decrease hostility — and increase

productivity

- * How to create your "listening inventory" — and build your warehouse of success
- * Strategies to reply without judging — to earn respect and much more.

For a complete list of training resources and check out instructions please visit our web site.



<http://www.mdt.mt.gov/iccw/resources.shtml>

"All of our dreams can come true — if we have the courage to pursue them."

— Walt Disney

ICCW

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Creating positive change for all state
employees by promoting the full
participation of women in state
government.



Tentative Schedule for 2008-2009 1:30 PM to 3:00 PM (subject to change)

January 22, 2009	DPHHS, Rm 107 (Sanders Bldg)
January 24-25, 2009	BBBS "Super Heroes" Bowl-a-thon
February 19, 2009	DLI/WSB, Rm 104
March 19, 2009	Mitchell, Rm 136
April 16, 2009	FWP, 1st Floor
May 21, 2009	ELA Ceremony Capitol, Rm 303
June 18, 2009	Capitol ????

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Networking for Introverts

Please forward stories or thoughts
to bbessey@mt.gov

— by Liz O'Donnell (Boston)

According to the U.S. Bureau of Labor Statistics, 70 % of all jobs are found through networking. Hank Blank, owner of virtual marketing agency, Hank Blank, Inc., believes the benefits of networking go well beyond finding a job. "Networking increases your revenue stream, improves your social currency, and makes you smarter," says Blank. With that kind of return, it would be foolish not to add networking to your professional skill set.

Many people however, especially introverts, view networking right up there with public speaking. To the introverted professional, the idea of "working a room" sounds about as unpleasant as a trip to the dentist.

Diane K. Danielson, CEO of the Downtown Women's Club and author of *Table Talk: The savvy Girl's Alternative to Networking*, suggests introverts make a strategic plan for

networking. First identify your goals whether they are job opportunities, new clients, career advice or funding for a project. Next, call the people you know best and invite them for a cup of coffee.

Blank agrees with this strategy. "My advice for introverts is practice, practice, practice," says Blank. "And who better to practice with than people you know?"

Probably the most uncomfortable situation for introverts is attending a networking event. It can be draining to walk into a room full of strangers. Danielson suggests choosing an event with a panel discussion or a speaker rather than a cocktail party. That way you can use the evening's agenda as an automatic discussion topic with the other attendees.

As far as starting discussions, lead by asking questions. People love to give advice so open the conversation with

icebreakers such as, "This is my first time meeting with this group. Who do you recommend I meet?" or "Hello. I just got here. Did I miss anything?"

Compliments are another great way to start a conversation. Stylish people appreciate being recognized for their efforts, so feel free to acknowledge a great bag or pair of shoes. "You always want to raise the positive energy in the room," says Danielson. Flattery is a good way to do that.

With a little bit of planning and a lot of practice, networking can work for even the most introverted professional. And in today's volatile market, keeping your contact database current can be the difference between thriving and just getting by. Set a networking goal and stick to it when times are tough and even when times are good.

For the complete article, please visit:
www.theglasshammer.com/news/2008/10/28/networking-for-introverts